ARIZONA NATIONAL GUARD No-FEAR REPORT Q2FY2021



Prepared by AZNG - Office of Equality, Diversity & Inclusion - 602-629-4561

		Com	parative [)ata		2021					
Complaint Activity		Previous Fiscal Year Data									
	2016	2017	2018	2019	2020	MAR					
Number of Complaints Filed	1	0	0	0	0	0					
Number of Complainants	1	0	0	0	0	0					
Repeat Filers	0	0	0	0	0	0					

Complaints by Basis			parative [
Complaints by basis		Previous	Fiscal Ye	ar Data		
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed .	2016	2017	2018	2019	2020	2021 Thru 31 MAR
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	1	0	0	0	0	0
Reprisal	1	0	0	0	0	0
Sex	1	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue		Com	parative [Data		
Complaints by Issue		Previous	Fiscal Ye	ar Data		
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Thru 31 MAR
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0

Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	1	0	0	0	0	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of	0	0	0	0	0	
Employment						0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

			parative D Fiscal Ye			2021
Processing Time	2016	2017	2018	2019	2020	Thru 31- MAR
Complaints pending during fiscal year						
Average number of days in investigation stage	31	0	940	0	0	0
Average number of days in final action stage	0	0	>60	0	0	0
Complaint pending during iscal year where hearing was requested						

Average number of days in investigation stage	0	0	0	0	0	0
Average number of days in final action stage	0	0	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	31	0	940	0	0	0
Average number of days in final action stage	0	0	>60	0	0	0

		Com	parative [)ata		2020
Complaints Dismissed by		Previous	Fiscal Ye	ar Data		Thru 09
Agency	2016	2017	2018	2019	2020	30
Total Complaints Dismissed	0	0	0	0	0	
by Agency						0
Average days pending prior	0	0	0	0	0	
to dismissal						0
Complaints Withdrawn by						
Complainants						
Total Complaints Withdrawn	0	0	0	0	0	
by Complainants						0

		Comparative Data										
Total Final Actions Finding		Previous Fiscal Year Data										hru 31-
Discrimination	20	2016 2017		20	2018		2019		20	M	AR	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings of	0		0		0		0		0		0	
Discrimination												
Without Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
With Hearing	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A

Findings of Discrimination	Comparative Data												
Rendered by Basis		Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of												hru 31- AR	
the bases may not equal total	20	016	20	17	20	18	20	19	20	20	1-12	~!X	
complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		0		
Race	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	

Color	0	N/A										
Religion	0	N/A										
Reprisal	0	N/A										
Sex	0	N/A										
National Origin	0	N/A										
Equal Pay Act	0	N/A										
Age	0	N/A										
Disability	0	N/A										
Non-EEO	0	N/A										
Findings After Hearing	0		0		0		0		0		0	
Race	0	N/A										
Color	0	N/A										
Religion	0	N/A										
Reprisal	0	N/A										
Sex	0	N/A										
National Origin	0	N/A										
Equal Pay Act	0	N/A										
Age	0	N/A										
Disability	0	N/A										
Non-EEO	0	N/A										
Findings Without Hearing	0		0		0		0		0		0	
Race	0	N/A										
Color	0	N/A										
Religion	0	N/A										
Reprisal	0	N/A										
Sex	0	N/A										
National Origin	0	N/A										
Equal Pay Act	0	N/A										
Age	0	N/A										
Disability	0	N/A										
Non-EEO	0	N/A										

Findings of Discrimination					Comparat ious Fisc	ive Data al Year D	ata					nru 31-
Rendered by Issue	20	016	2017		2018		2019		2020		MAR	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Assignment of Duties	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Awards	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Conversion to Full-time	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disciplinary Action												

Demotion	0	N/A										
Reprimand	0	N/A										
Suspension	0	N/A										
Removal	0	N/A										
Other	0	N/A										
Duty Hours	0	N/A										
Evaluation Appraisal	0	N/A										
Examination/Test	0	N/A										
Harassment												
Non-Sexual	0	N/A										
Sexual	0	N/A										
Medical Examination	0	N/A										
Pay (Including Overtime)	0	N/A										
Promotion/Non-Selection	0	N/A										
Reassignment												
Denied	0	N/A										
Directed	0	N/A										
Reasonable Accommodation	0	N/A										
Reinstatement	0	N/A										
Retirement	0	N/A										
Termination	0	N/A										
Terms/Conditions of	0	N/A										
Time and Attendance	0	N/A										
Training	0	N/A										
Other	0	N/A										
	0		0		0		0				0	
Findings After Hearing Appointment/Hire	0	N/A										
Assignment of Duties	0	N/A N/A										
Awards	0	N/A										
Conversion to Full-time	0	N/A										
Disciplinary Action		1.4/1.		,		,		,		,		1.7/
Demotion	0	N/A										
Reprimand	0	N/A										
Suspension	0	N/A										
Removal	0	N/A										
Other	0	N/A										
Evaluation Appraisal	0	N/A										
Examination/Test	0	N/A										
Harassment												

Non-Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Medical Examination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reassignment												
Denied	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Directed	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reasonable Accommodation	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reinstatement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Retirement	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Termination	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Terms/Conditions of	_	N/A	_	N/A	_	N/A	_	N/A	_	N/A	_	N/A
Employment	0		0		0		0		0		0	
Time and Attendance	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Training	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
	0		0		0		0		0		0	
Findings Without Hearing Appointment/Hire	<u>0</u> 0	N/A	0	N/A	<u>0</u> 0	N/A	0	N/A	<u>0</u> 0	N/A	0	N/A
Assignment of Duties	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Awards	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Conversion to Full-time	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Disciplinary Action	J	.,		,		.,		.,		,	<u> </u>	,
Demotion	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Reprimand	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Suspension	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Removal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Other	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Duty Hours	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Evaluation Appraisal	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A N/A
Examination/Test	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Harassment	U	IN/ A	U	IN/ A	U	IN/A	U	IN/ A	U	IN/A	U	11/ /
Non-Sexual	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Sexual	0	N/A	0	N/A N/A	0	N/A	0	N/A	0	N/A	0	N/A N/A
Medical Examination		N/A N/A		N/A N/A				N/A N/A		N/A N/A		N/A N/A
	0		0		0	N/A	0	-	0		0	-
Pay (Including Overtime)	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A
Promotion/Non-Selection	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A	0	N/A

Reassignment												
Denied	0	N/A										
Directed	0	N/A										
Reasonable Accommodation	0	N/A										
Reinstatement	0	N/A										
Retirement	0	N/A										
Termination	0	N/A										
Terms/Conditions of		N/A										
Employment	0		0		0		0		0		0	
Time and Attendance	0	N/A										
Training	0	N/A										
Other	0	N/A										

Pending Complaints Filed		2021				
in Previous Fiscal Years by		Thru 31				
Status	2016	2017	2018	2019	2020	MAR
Total complaints from	9	10	10	10	10	10
previous Fiscal Years						
Total Complainants	1	0	0	0	0	0
Number complaints pending at end of FY						
Investigation	1	0	0	0	0	0
Hearing	9	10	9	0	0	0
Final Action	0	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0

		2021				
Complaint Investigations		Thru 31				
	2016	2017	2018	2019	2020	MAR
Pending Complaints Where						
Investigations Exceeds Required Time Frames	9	0	1	0	0	0